



AIR FORCE INTERNATIONAL AFFAIRS

Workforce Initiatives Newsletter

FALL/WINTER 2009

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GET INVOLVED

Workforce Initiatives Program Manager
Mr. Gordon-Michael Cox
(703) 588.8994 (DSN 425)
gordonmichael.cox@pentagon.af.mil

International Affairs Career Field Management Team
Mr. Robert Floyd
Ms. Heather Weaver
(210) 565.1758 (DSN 665)
afpc.dpidc@randolph.af.mil

International Affairs Specialist Program Management Team
Ms. Shanue Crouch
Mr. Christian Paasch
703.588.8337 (DSN 425)
saf_iapa_ias@pentagon.af.mil

For all other programs (Graduate Studies, IA Certification, and Mentorship), please send inquiries to:
iapprograms_admin@wedgewoodgroup.com

A Message from Mr. Bruce S. Lemkin

Deputy Under Secretary of the Air Force, International Affairs

Welcome to the Fall/Winter 2009 edition of the International Affairs (IA) Workforce Initiatives Newsletter. This edition highlights significant achievements throughout the IA community and includes announcements regarding the military and civilian IA career fields.

In a Letter to Airmen in June 2009, Air Force Secretary, Michael B. Donley, and Chief of Staff, General Norton A. Schwartz, highlighted the increasing reliance on our civilian team members as part of the Total Force. In particular, the IA community relies heavily on our civilians to build and maintain global partnerships. To enhance the capabilities of those team members, the Air Force is improving training, education, and assignment experiences to provide civilian personnel the tools they need to succeed in the dynamic IA environment. This deliberate development will enhance the ability of our military-civilian-contractor team to successfully engage our international partners. I strongly encourage our Air Force civilians to take advantage of these great opportunities. At the conclusion of this newsletter, you will find a description of the Civilian Institutional Leadership Continuum, which highlights many of these development programs.

Please enjoy the holiday season as it draws near. This is a perfect opportunity for me to thank each one of you for the contributions you make to the critical mission of building international partnerships.

USAF International Affairs Excellence Award

The annual Air Force International Affairs Excellence Award honors outstanding and innovative contributions to international affairs. The award recognizes one Air Force team member judged to be most effective in building, sustaining, expanding and guiding enduring international relationships.

SAF/IA issued an Air Force-wide call for nominations on 3 November 2009. For details on eligibility requirements, submitting a nomination package, the selection process and the SECAF's award presentation, please visit:

<http://www.safia.hq.af.mil/workforceinitiatives>.



<http://www.safia.hq.af.mil/workforceinitiatives/>

International Affairs Certification Program

Certification Review Board Results

In June 2009, the IA Certification Review Board met and endorsed 50 supervisor-approved applications. Congratulations to all!

Level I

Ilona S. Altman
James F. Augusta
Capt Alula B. Berhane
Sheila K. Bradley
Barton D. Chess
Bryant Chisholm
Capt Michael A. Clive
Lt Col John W. Collins
Sandra R. Dalton
Christopher C. Day
Arthur N. Eich
Scotty D. Gibbs
Jane A. Hendricks
James R. Holder, Sr.
Reva J. Howard
Joanne Howe
Capt Lucian E. Ivan
Julia J. Lands
Dorothy M. Lawson
Thai T. Le
Enoch D. May
Lt Col Brian P. McCarthy
Darren A. Noble
Corey L. Owens
Maj Jeffery S. Patton
Linda P. Pless
Aaron D. Rebbe

Lt Col Sean C. Routier
James D. Swartz
GB Thomas, Jr.
Maj William J. Vivoni
James F. Whitney, Jr.
T.D. Williamson

Level II

Joey D. Angeles
Maj Demetrius O. Brown
Darlene E. Hopkins-Rocha
Hunter Hustus
Robin L. Kaiser
Christine A. Keefe
Pablo G. Morales
Edward A. Nef
Antonio H. Padilla
Richard G. Saxon II
Erika A. Swain
Donna L. Thomas
Matthew R. Williams

Level III

Sheri L. Hamby
Jamison E. Murray
Kenneth R. Race
Sheila M. Taylor-Walden

International Affairs Specialist Program Announcements

IA Advisory Panel Meeting

Regional Affairs and Political-Military Affairs Strategists met for their second International Affairs Specialist Advisory Panel (IASAP) on 9-10 November, 2009 at Randolph AFB, TX. Chaired by Mr. Richard A. Genaille, Jr., Director of Policy, International Affairs, and advised by Air Force International Affairs senior leaders, the IASAP reviewed each officer's record, provided tailored feedback, and generated appropriate assignment vectors - all critical for a successful IA career. This deliberate oversight and management guarantees their unique skills are utilized effectively throughout their career.

Regional Affairs Strategist Immersion Program

In October 2009, AF sent its first group of Regional Affairs Strategist officers through a six-month regional immersion program, equal to the Army's In-Country Training. Conducted during the officer's training timeline at Naval Postgraduate School/Defense Language Institute, this Regional Affairs Strategist Immersion (RASI) combines advanced language training and increased cultural education with select strategic engagement opportunities. Groups travel to Southeast Asia, Eurasia, and the Middle East-North Africa in late 2009, with additional RASI groups planned to travel in early 2010 to Northeast Asia, Sub-Saharan Africa, and Europe.

For further details please contact SAF/IAPA, IAS Branch at 703.588.8337 (DSN 425) or email: saf_iapa_ias@pentagon.af.mil.

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For more information about the programs mentioned in this newsletter, please contact Mr. Gordon-Michael Cox at 703.588.8994 (DSN 425) or gordonmichael.cox@pentagon.af.mil.

International Affairs Career Field Announcements

Senior Executive Assessment Program (SEAP)

Congratulations to our 2009 graduate, Mr. Philip R. Shaw, SAF/IAPC! SEAP is an intensive five-day program designed to analyze individual performance on selected competencies from all five Executive Core Qualifications (ECQs):

- » Leading Change
- » Leading People
- » Being Results Driven
- » Business Acumen
- » Building Coalitions/Communications

The program also provides a confidential executive coaching session to review the assessment and develop an improvement plan.

Senior Executive Service (SES) Executive Core Qualifications (ECQ) Writing Course

The SES ECQ Writing Course is designed to teach attendees the critical aspects of the SES application process and its writing components, to include:

- » Compose extraordinary Executive Federal Resumes
- » Write outstanding profile statements at the executive level
- » Create attention-getting cover letters for SES application packages
- » Write robust ECQs
- » Understand how to address and write powerful and effective technical qualifications

The following team members were selected to attend the 2009 course:

- » Mr. Thomas J. Gill, 3 AF-UK/IR
- » Mr. Craig J. Mallory, SAF/IAPQ
- » Mr. James A. Ray, SAF/IAPQ
- » Mr. David A. Rye, SAF/IAPD
- » Ms. Kelli L. Seybolt, SAF/IAPS
- » Mr. Philip R. Shaw, SAF/IAPC

For information about the SEAP and SES ECQ Writing Course selection processes, please contact the IACF Management Team at 210.565.1758 (DSN 665), email: afpc.dpidc@randolph.af.mil.

Palace Acquire (PAQ) Intern Recruitment Program and Student Educational Employment Program (SCEP)

The PAQ Intern Recruitment Program provides full-time civilian employment opportunities with three years on-the-job training and performance-based annual promotions.

The SCEP provides temporary civilian employment opportunities to students who are enrolled or accepted into an academic degree program.

Congratulations to our newest team members!

FY09 PAQ Intern Recruitment Program

- » Mr. Mathew Merighi, SAF/IARE
- » Mr. Adam Willner, SAF/IARM
- » Mr. Jaime Garza, AFSAT/XF
- » Mr. Jose Mandujano, AFSAT/DOX

FY09 SCEP

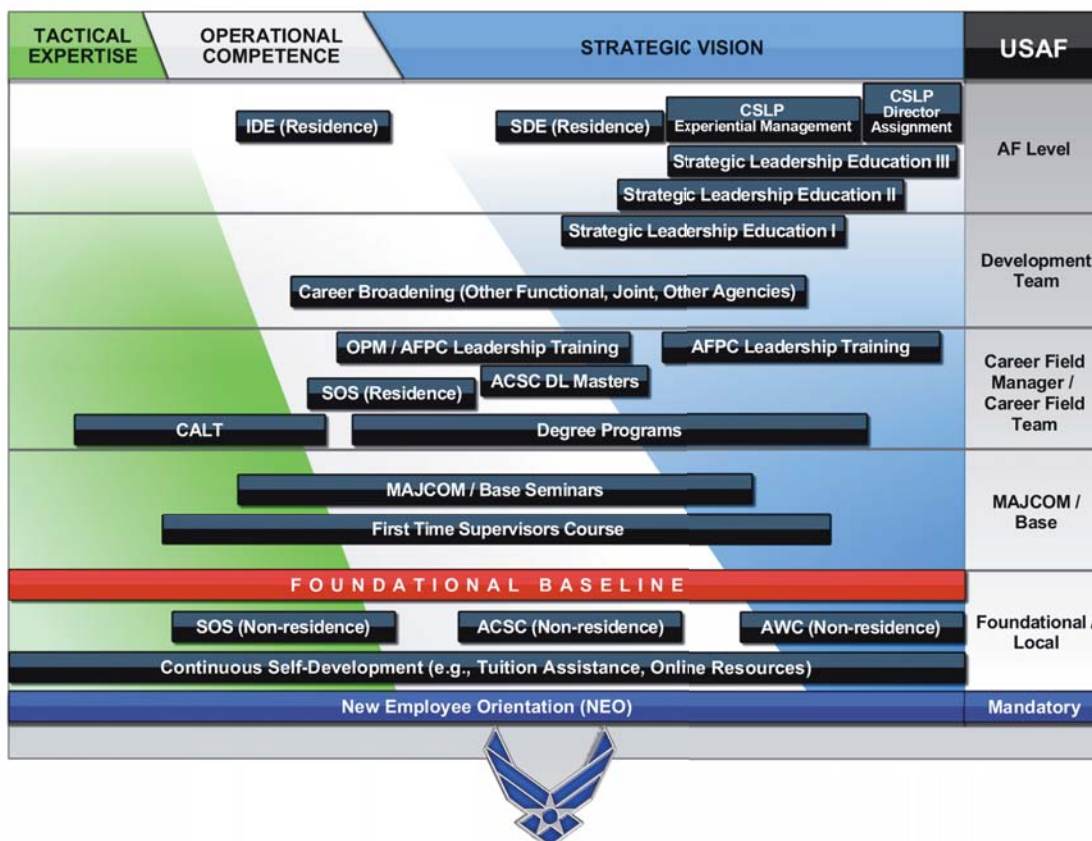
- » Mr. Clayton Massa, SAF/IAGS

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Civilian Institutional Leadership Continuum

The Civilian Institutional Leadership Continuum provides a roadmap for the professional development of the civilian workforce. This tool offers a clear path to obtain the institutional competencies required of all Air Force leaders. People are the service's most critical asset, and it is essential that Airmen have the skills, knowledge, experience, and motivation to meet current operational needs and ensure future capabilities. Therefore, civilians should utilize the continuum as a guide for career progression, and speak with supervisors and mentors to help plan their professional development in IA and the Air Force.



The Civilian Institutional Leadership Continuum, as depicted in the graphic above, encompasses three levels of development: tactical expertise, operational competence, and strategic vision, providing Airmen a framework from which institutional competencies are achieved over the course of a career. Progression through each level delivers increased responsibility, occupational skill sets, and leadership education and experience. Course Catalogs for three levels of development—Tactical Expertise, Operational Competence, and Strategic Vision—are available at <https://www.my.af.mil> (select Force Development under the Life and Career tab).

In addition to this continuum, the civilian career pyramid and development templates are available within each career field to provide a more tailored plan for civilians in a specific functional community. To download the IACF pyramid and development templates, please visit: <http://www.safia.hq.af.mil/workforceinitiatives/iacfp pyramid.asp>.

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